Resilience
Rebecca Baron
Associate Dean GP
RESILIENCE, PROFESSIONALISM, COMPASSION, LEADERSHIP
Think of someone you know who is resilient

What qualities do they have, and what do they do that makes them resilient?
Medicine is hard and bad things happen
“Resilience can be defined as reduced vulnerability to environmental risk experiences, the overcoming of a stress or adversity, or a relatively good outcome despite risk experiences.” (Rutter, M, 2006)

“The ability to succeed, to live and develop in a positive way...despite the stress or adversity that would normally involve the real possibility of a negative outcome.” (Cyrulik, B, 2009)
Resilience and Adversity
Childhood

Significant area of research
Interaction of risk and resilience
Outcomes not always what is expected
Nature and nurture involved
Resilient individuals

• Positivity
• Confidence
• Can be strengthened by traumatic events
• Make adversity meaningful
• Learn from experience

• Persistence
• Planning
• Composure under stress (low anxiety)
• Ability to cope
• Overcome risk and challenge
You can learn to be more resilient
<table>
<thead>
<tr>
<th>Overall Resilience quotient</th>
<th></th>
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</thead>
<tbody>
<tr>
<td>Optimism</td>
<td>Glass half full</td>
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<tr>
<td>Solution orientation</td>
<td>See problems coming and start to plan</td>
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<tr>
<td>Individual accountability</td>
<td>Self worth and belief in own abilities</td>
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<tr>
<td>Openness and Flexibility</td>
<td>Tolerate ambiguity and good learners</td>
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<tr>
<td>Managing stress and anxiety</td>
<td>Manage by distraction or resolution</td>
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</table>
Robertson Cooper i-resilience

Confidence
Having feelings of competence, effectiveness in coping with stressful situations and strong self esteem are inherent to feeling resilient. The frequency with which individuals experience positive and negative emotions is also key.

Purposefulness
Having a clear sense of purpose, clear values, drive and direction help individuals to persist and achieve in the face of setbacks.

Social Support
Building good relationships with others and seeking support can help individuals overcome adverse situations, rather than trying to cope on their own.

Adaptability
Flexibility and adapting to changing situations which are beyond our control are essential to maintaining resilience. Resilient individuals are able to cope well with change and their recovery from its impact tends to be quicker.
NEUROSCIENCE ADVANCES - why resilience training works

- Functional MRI
- Brain Plasticity
- Brain Training
- Changes to stress management
- Evolutionary Mal-adaptation
- Understanding of human behaviour-Chimp paradox
Flourish – Martin Seligman

• Research on positive psychology and resilience
• Losada Ratio
• Post traumatic stress versus post traumatic growth
• Signature Strengths
• Three Good Things exercise
Flourish – Martin Seligman

• Research on positive psychology and resilience

• Losada Ratio 3:1

• Post traumatic stress versus post traumatic growth

• Signature Strengths

• Three Good Things exercise
Three Good Things

• Write three good things that happened each day for a week

Then:

• Why did this good thing happen?
• What does this mean to you?
• How can you have more of this good thing in the future?

• or PLEASED THANKFUL HAPPY ( PTH)
### Styles of Responding

Shelly Gable/Seligman

<table>
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<tr>
<th>Active Constructive</th>
<th>Passive Constructive</th>
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- **Active Constructive**: Typically involves taking an active role in resolving issues and providing constructive feedback.
- **Active Destructive**: Often characterized by confrontational or aggressive behaviors, leading to negative outcomes.
- **Passive Constructive**: Engages in constructive interactions while avoiding direct confrontation or taking a passive role.
- **Passive Destructive**: Typically involves withdrawal or inactivity, contributing to negative outcomes without direct confrontation.
PERMA    Martin Seligman
- a measure of wellbeing.

Positive Emotion
Engagement
Relationships
Meaning
Accomplishments
New thoughts in positive psychology

• Helplessness is not learnt - our default state is “learnt helplessness” – caused by cells in the Limbic System. The frontal cortex can reverse that. To help we need to train the brain how to learn that.

• Our brains default mode is future orientated. Mood including anxiety and depression systems are future rather than problems of the past or present.

• Linking positive with negative experiences helps
• Social media as a way of assessing wellbeing
• Social media as a way of assessing wellbeing
• Strong association with health outcomes
Barbara Fredrickson

• Be open
• Be curious
• Be kind
• What is a gift in your day – gratitude
• Pay attention to the small good things – don’t allow the negatives to crowd everything out
• Acknowledge negative emotions
• Takes time to learn

Not trying to be positive or toxic insincerity
Optimism/pessimism bias

Amygdala versus nucleus accumbens

Genetic component

Effect of environment
1. Positive Attitude - optimism
2. Reframe – cognitive flexibility
3. Core beliefs, altruism, purpose
4. Resilient role model
5. Fear is normal – face them to move on
6. Active coping skills – support, strengths
7. Support network – actively build it
8. Exercise new brain cells hippocampus
9. Practice being resilient
10. Develop Signature Strengths
Education to enhance resilience

- **Content** – ethical dilemmas, causes of error
- **Process** – building exposure to difficulties, simulations, increasing autonomy
- **People** – role models, patients, each other
- **Understanding why** – link to professionalism and leadership
- **Understanding how we think** - Thinking fast and slow – Daniel Kahneman
Evidence outside of medicine

- Strong evidence in areas outside of medicine – both individual and organisational, good summary from the chartered institute of personnel development:

- Individual things - CBT, mindfulness, resilience regimes, reframing, positive tracking (reframing), support, exercise, diet, team resilience. (Sports has mentors)

- Organisational things – Understanding risk – “wicked problems” appreciate challenges we face, good leadership, team working and reflection
Research on Interventions

- Some interesting studies on what has worked – Canadian study
- Concept of coping reservoir – highlights dynamic nature
- The evidence shows importance of fostering resilient environments and individuals
- Resilience training is seen as a potential solution - consider balance between organisational versus personal support
- Organisational support crucial
Evidence from Medicine

- SMART (Stress Management and Resilience Training) One 90 min group session and 2 follow up phone calls.
- Physician wellbeing coaching: 3-8 individual coaching sessions focusing on: boundary setting and prioritization, self-compassion and self-care, self-awareness.
- Medical Leadership course
- Mindfulness training (one-off intervention)
- Life coaching
- General Wellness programme
- Meaning in Family Medicine’ group: To give back meaning and purpose to GPs to improve motivation.
- Effective Emotional Management: Learning to cope and how we cope.
Chronic overload will tax even the most resilient person
Reflective practice

Sustains energy and resilience.

Organisational culture important - learning together, down time, problem discussion, shared responsibility, continuing education, talking about what we find difficult.

Membership of an educational or supervised group was linked to a doubling of the likelihood of resisting burnout.
Relax mind and body with 12 audio tracks, build positive vision, confidence & vitality.
<table>
<thead>
<tr>
<th>Attitude and perspectives valuing what you do as a doctor, maintaining interest in the job, developing self-awareness and accepting your own limitations</th>
<th>Balance and prioritisation setting limits, work life balance and looking after and valuing yourself, taking effective approaches to CPD</th>
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<tr>
<td>Organisation of your work environment good management, having good staff,</td>
<td>Supportive relationships positive personal relations, effective professional</td>
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Resilience resources